INTERNET FORM NLRB-501 (2-08)

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

METRICTIONS.

07-CA-179896

7-11-16

	GAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer  Detroit Thermal		b. Tel. No. 313-963-3287
		c. Cell No.
d Address (Street city state and ZIP code)	e. Employer Representative	f. Fax No.
d. Address (Street, city, state, and ZIP code) 541 Madison Detroit	HR Manager	g. e-Mail
MI	Tamika Grant	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Factory	j. Identify principal product or service Steam	
k. The above-named employer has engaged in and is engaging	in unfair labor practices within the meaning of s	section 8(a), subsections (1) and (list
subsections) 8(a)(3) practices are practices affecting commerce within the meaning		abor Relations Act, and these unfair labor
within the meaning of the Act and the Postal Reorganization	*	dilas practices allecting commerce
2. Basis of the Charge (set forth a clear and concise statement	of the facts constituting the alleged unfair labor	r practices)
(h) (h) (h) (7)(c)	(/b) (C) (b) (7)(O)	(fb) (fb) (fb)
On or around 2016, the Employer suspende higher standard based on telephone status as (b) (6), (b) (7)		union activities and held to a
riigher standard based on		
Full name of party filing charge (if labor organization, give ful.)	ll name, including local name and number)	
3. Full name of party filing charge (if labor organization, give ful. (b) (6), (b) (7)(C)	ll name, including local name and number)	
	ll name, including local name and number)	4b. Tel. No.
(b) (6), (b) (7)(C)	ll name, including local name and number)	4b. Tel. No.
(b) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and ZIP code)	ll name, including local name and number)	
(b) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and ZIP code)	ll name, including local name and number)	4c. Cell No.
(b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP code)  (b) (6), (b) (7)(C)		4c. Cell No. 4d. Fax No. 4e. e-Mail
(b) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and ZIP code)		4c. Cell No. 4d. Fax No. 4e. e-Mail
(b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP code)  (b) (6), (b) (7)(C)  5. Full name of national or international labor organization of whether the state of	hich it is an affiliate or constituent unit <i>(to be fille</i>	4c. Cell No. 4d. Fax No. 4e. e-Mail
(b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP code)  (b) (6), (b) (7)(C)  5. Full name of national or international labor organization of whorganization)  6. DECLARATION I declare that I have read the above charge and that the statements	hich it is an affiliate or constituent unit <i>(to be fille</i>	4c. Cell No.  4d. Fax No.  4e. e-Mail  ed in when charge is filed by a labor
(b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP code)  (b) (6), (b) (7)(C)  5. Full name of national or international labor organization of whorganization)  6. DECLARATION	hich it is an affiliate or constituent unit <i>(to be fille</i>	4c. Cell No.  4d. Fax No.  4e. e-Mail  ed in when charge is filed by a labor  Tel. No.
(b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP code)  (b) (6), (b) (7)(C)  5. Full name of national or international labor organization of whorganization)  6. DECLARATION I declare that I have read the above charge and that the statements B(b) (6), (b) (7)(C)	hich it is an affiliate or constituent unit (to be fille are true to the best of my knowledge and belief.	4c. Cell No.  4d. Fax No.  4e. e-Mail  ed in when charge is filed by a labor  Tel. No.  Office, if any, Cell No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRIT	T WRITE IN THIS SPACE	
Case	Date Filed	
07_CA_179896	8-12-2016	

	07
INSTRUCTIONS	07-0

INSTRUCTIONS:	07-	=CA= 179090 0-12-2010
File an original with NLRB Regional Director for the region in which th		
	GAINST WHOM CHARGE IS	S BROUGHT
a. Name of Employer		b. Tel. No. 313-963-3287
Detroit Thermal		c. Cell No.
		c. Cerrio.
Address (Chart att. state and 7/D ands)	a Employer Popresentative	f. Fax No.
d. Address (Street, city, state, and ZIP code) 541 Madison	e. Employer Representative Hr Manager	g. e-Mail
	Tamika Grant	<b>S</b>
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Factory	j. Identify principal product or Steam	service
k. The above-named employer has engaged in and is engaging	in unfair labor practices within th	ne meaning of section 8(a), subsections (1) and (list
subsections) (3), (4)	of	f the National Labor Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning within the meaning of the Act and the Postal Reorganization A		or practices are unfair practices affecting commerce
2. Basis of the Charge (set forth a clear and concise statement	of the facts constituting the alleg	ned unfair labor practices)
On or around [0](5,0)(7)(6) the Employer suspended (b) (6)	), (b) (7)(C); in retaliation fo	or <sup>logo, c</sup> union activities and held <sup>logo, log</sup> to a higher
standard based on status as (b) (6), (b) (7)(C)		
On about (b) (6), (b) (7)(c), the Employer suspended (b) (6), (l)	<li>b) (7)(C), under the pretex</li>	t of performing an "investigation" because of
(b) (6), (b) (7)(C) and because (b) (6), (f)	iled a charge with the NLF	RB.
3. Full name of party filing charge (if labor organization, give full	name, including local name and	d number)
(b) (6), (b) (7)(C)	Traine, moraling recar traine and	. name of
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		4c. Cell No.
		4d. Fax No.
		4e. e-Mail
		(b) (6), (b) (7)(C)
5. Full name of national or international labor organization of wh	ich it is an affiliate or constituent	
organization)	nor it is an anniale or constituent	t diffe (to be filled in when charge is filed by a labor
6. DECLARATION I declare that I have read the above charge and that the statements a	are true to the best of my knowledg	ge and belief./ Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	), (b) (7)(C) an Individual	Office, if any, Cell No.
By (si	Printtype name and title or office, if a	any)
(1	marype name and title of ombe, if a	Fax No.
	r	e-Mail
same as above	<u>k</u> b	$\frac{-12-76}{(date)}$ (b) (6), (b) (7)(C)
		(water)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
07-CA-179896	September 28, 2016		

INS	TRI.	CT	ın	NS

INSTRUCTIONS:			
File an original with NLRB Regional Director for the region in which the		ring.	
	GAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer		b. Tel. No.,313-963-3287	
Detroit Thermal, LLC		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative		
541 Madison Street Detroit, MI 48226	HR Manager Tamika Grant	g.≒e-Mail	
Detroit, 1411 40220	Tarrika Grant		
	{	h. Number of workers employed	
i. Type of Establishment (factory, mine, wholesaler, etc.) Factory			
k. The above-named employer has engaged in and is engaging	in unfair labor practices within the meaning of se	ection 8(a), subsections (1) and (list	
subsections) (4)	of the National La	bor Relations Act, and these unfair labor	
practices are practices affecting commerce within the meaning within the meaning of the Act and the Postal Reorganization A	•	infair practices affecting commerce	
2. Basis of the Charge (set forth a clear and concise statement of	of the facts constituting the alleged unfair labor p	practices)	
On about [6](6)(6)(7)(6) 2016, the above named Employe	er suspended me because I filed a cha	rge with the NLRB.	
		- 1	
3. Full name of party filing charge (if labor organization, give full	name, including local name and number)		
(b) (6), (b) (7)(C)			
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No.	
(b) (6), (b) (7)(C)		4c. Cell No.	
(b) (b) (t)(c)		(b) (6), (b) (7)(C)	
		4d. Fax No.	
		4e. e-Mail	
<b>\</b> .		(b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of wh	nich it is an affiliate or constituent unit (to be fille	d in when charge is filed by a labor	
organization)	~		
6. DECLARATION		Tel. No.	
I declare that I have read the above charge and that the statements		(b) (6), (b) (7)(C)	
<sub>By</sub> (b) (6), (b) (7)(C)	s), (b) (7)(C), An Individual	Office, if any, Cell No.	
on making charge)	(Print/type name and title or office, if any)	Fax No.	
9-20-16		e-Mail	
Address Same as above (date)		(b) (6), (b) (7)(C)	
		U.S. GOOF TITLE 45 DESTION 4554	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.